Government of
Saskatchewan

Employment Equity

Annual Report 2000

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Government of Saskatchewan
Interim Employment Equity Report
April 1, 2000 to December 31, 2000

EMPLOYMENT EQUITY

Employment equity is a plan of action for the workplace to ensure all members of society have fair and equal access to employment opportunities. It involves developing special measures and removing barriers to employment for groups currently under-represented in the workforce.

The Government of Saskatchewan recognizes that a fair and equitable workplace supports employee productivity, initiative and creativity. Positive steps are taken to facilitate the integration and full participation of the under-represented groups and to encourage the utilization of the skills of all employees in our workplaces.

The three goals of the Government of Saskatchewan's Employment Equity Program are:

1. to eliminate employment barriers caused by discrimination and disadvantage;
2. to remedy the past effects of, and prevent future, discrimination and disadvantage; and
3. to create a workplace that reflects the equitable distribution of designated groups in the labour market.

BACKGROUND

The Government has three plans approved by the Saskatchewan Human Rights Commission (SHRC), applicable to:

1. Out-of-Scope employees (1987)
2. Canadian Union of Public Employees Local 600 (CUPE) employees (1989)
3. Saskatchewan Government and General Employees' Union (SGEU) employees (1990)

REPORT STRUCTURE

This interim report covers all three approved employment equity plans and provides statistical information from April 1, 2000 to December 31, 2000.

With the approval of the SHRC the government's employment equity reporting period was changed in 2000, from fiscal-year to calendar-year reporting.

DESIGNATED GROUPS

The four designated groups addressed by the Employment Equity Program are women, persons of Aboriginal ancestry, persons with physical or mental disabilities and members of visible minority groups.

Women

The plans address the under-representation of women in managerial and non-traditional occupations throughout the public service. The SHRC defines non-traditional or under-representation as *all occupations that have less than 45% of the positions filled by women.*

Managerial occupations for women include all those in positions classified at management and professional levels 1 to 12B and senior executive levels.

Persons of Aboriginal Ancestry

Persons of Aboriginal ancestry include *Indian, Metis and Inuit.* The comparable statistic of the working age population for Aboriginal people, compiled by the SHRC, is 12.2%.

Persons with Mental or Physical Disabilities

The Government's plans include *persons with physical or mental disabilities.* For employment equity purposes, the SHRC has defined persons with disabilities as those who:

(a) have a persistent physical, intellectual, mental, psychiatric, sensory or learning condition that:

(i) requires a technical device and/or personal support or service to do the essential functions of the job; or

(ii) requires a modification of job site, job responsibility, adjustment of work hours, extra rest breaks or time off/leave to obtain treatment as necessary;

and

(b) consider themselves to be, and have reason to believe an employer or a potential employer would consider them to be disadvantaged in finding, retaining or advancing in employment because of that condition.

The corresponding SHRC community representation statistic is 9.7% of the working age population.

Members of Visible Minority Groups

Members of visible minority groups are defined by the SHRC as *persons, other than Aboriginal people, who are persons of color.*
The SHRC's comparable statistic for members of visible minority groups is 5.4%.

Applicant

As of December 31, 2000, there were 18 government departments, one secretariat and five boards/commissions participating in the Government of Saskatchewan's Employment Equity Program. Three new agencies were added in 2000: The Apprenticeship and Trade Certification Commission, Prairie Diagnostics Services and the Saskatchewan Archives Board. As these agencies are in the process of establishing their Employment Equity Committees, numeric targets for 2001 are not available and therefore not included in the departmental statistical tables.

Statistical Tables

Attached are the employment equity statistical data for the Government of Saskatchewan for the period April 1, 2000 to December 31, 2000:

Section A:	Comparative Data
Section B:	Detailed Data by Gender, Occupational Level and Designated Group
Section C:	Departmental Data

Action Plan for Implementation

Departments, their Employment Equity Committees and Co-ordinators, along with senior management support, implement activities and initiatives to improve the recruitment, promotion and retention of the designated groups. Their planned activities are attached to this report.

In addition to these departmental activities, the Employment Equity Unit of the Public Service Commission and the Joint SGEU/management and CUPE/management Employment Equity Committees implement activities to achieve program objectives. For 2001 the following key activities are underway.

- a review and recompilation of non-traditional occupations
- negotiation of the employment equity provisions in the SGEU and CUPE collective bargaining agreements
- Aboriginal Student Mentoring Program
- research and development of a new electronic resume inventory system for target group applicants
- learning events for government managers and community based organizations to support and enhance recruitment of persons with disabilities
- ongoing education and awareness sessions
- research and development of a Duty to Accommodate policy
- completion of the employment equity review
- ongoing support to and development of partnerships (e.g. SEEPA, IANE, AGEN, SVMEA, employment agencies, educational institutions)

Statistical Tables

A. Comparative Data 1999 and 2000

Table 1 - Designated Group Representation in Government 1999 and 2000

Table 2 - Designated Group Representation by Job Type 1999 and 2000

Table 3 - Designated Group Representation by Management Level 1999 and 2000

TABLE 1
DESIGNATED GROUP REPRESENTATION IN GOVERNMENT
1999 and 2000

Designated Group	Total Jobs	Count Within Designated Group	Percentage
March 31, 1999			
Persons of Aboriginal Ancestry	13357	1123	8.4%
Persons with Disabilities	13357	340	2.5%
Members of Visible Minority Groups	13357	363	2.7%
Women in Government	13357	7179	53.7%
Women in Non-traditional Jobs	4899	1026	20.9%
Women in Management (M and P Levels 1-12B and Senior Executive)	1827	649	35.5%
March 31, 2000			
Persons of Aboriginal Ancestry	12916	1116	8.6%
Persons with Disabilities	12916	356	2.8%
Members of Visible Minority Groups	12916	355	2.7%
Women in Government	12916	6805	52.7%
Women in Non-traditional Jobs	4681	1108	23.7%
Women in Management (M and P Levels 1-12B and Senior Executive)	1822	638	35.0%
December 31, 2000			
Persons of Aboriginal Ancestry	13021	1172	9.0%
Persons with Disabilities	13021	370	2.8%
Members of Visible Minority Groups	13021	363	2.8%
Women in Government	13021	6895	53.0%
Women in Non-traditional Jobs	4572	900	19.7%
Women in Management (M and P Levels 1-12B and Senior Executive)	1813	655	36.1%

Notes:

1. March 31, 2000 and December 31, 2000 data include active employees and labour service employees on lay-off. March 31, 1999 data include active employees, labour service employees on lay-off and employees on definite leave.
2. Women in non-traditional jobs include women in occupations that have less than 45% of the positions filled by women. Percentage is based on total non-traditional jobs.
3. Women in Management include women in all levels of the Management and Professional Classification Plan and Senior Executive Levels. Percentages are based on total management jobs. Data exclude women in the Management Support Group.
4. Figures are based on voluntary self-identification for persons of Aboriginal ancestry, persons with disabilities and members of visible minority groups.

TABLE 2
DESIGNATED GROUP REPRESENTATION BY JOB TYPE
1999 and 2000

Type of Job	All Jobs	Women	Aboriginal	Disabilities	Visible Minority
March 31, 1999					
Permanent	7578	3780 (49.9%)	485 (6.4%)	249 (3.3%)	178 (2.3%)
Temporary	845	616 (72.9%)	100 (11.8%)	20 (2.4%)	29 (3.4%)
Part-time	2057	1502 (73.0%)	185 (9.0%)	48 (2.3%)	73 (3.5%)
Casual	1477	983 (66.6%)	127 (8.6%)	10 (0.7%)	61 (4.1%)
Labour Service	1400	298 (21.3%)	226 (16.1%)	13 (0.9%)	22 (1.6%)
Total	13357	7179 (53.7%)	1123 (8.4%)	340 (2.5%)	363 (2.7%)
March 31, 2000					
Permanent	7336	3613 (49.3%)	488 (6.7%)	262 (3.6%)	171 (2.3%)
Temporary	27	21 (77.8%)	3 (11.1%)	0 (0.0%)	2 (7.4%)
Part-time	78	70 (89.7%)	2 (2.6%)	0 (0.0%)	5 (6.4%)
Permanent Part-time	2403	1528 (63.6%)	225 (9.4%)	45 (1.9%)	89 (3.7%)
Casual	238	181 (76.0%)	10 (4.2%)	0 (0.0%)	10 (4.2%)
Term	1423	1080 (75.9%)	140 (9.8%)	34 (2.4%)	56 (4.0%)
Labour Service Permanent	1395	305 (21.9%)	246 (17.6%)	13 (0.9%)	22 (1.6%)
Labour Service Non-permanent	16	7 (43.8%)	2 (12.5%)	2 (12.5%)	0 (0.0%)
Total	12916	6805 (52.7%)	1116 (8.6%)	356 (2.8%)	355 (2.7%)
December 31, 2000					
Permanent	7315	3584 (49.0%)	512 (7.0%)	271 (3.7%)	189 (2.6%)
Temporary	32	24 (75.0%)	3 (9.4%)	0 (0.0%)	3 (9.4%)
Part-time	78	70 (90.0%)	3 (4.0%)	0 (0.0%)	4 (5.0%)
Permanent Part-time	2434	1517 (62.3%)	221 (9.1%)	48 (2.0%)	78 (3.2%)
Casual	240	185 (77.1%)	15 (6.3%)	2 (0.8%)	9 (4.0%)
Term	1539	1204 (78.2%)	137 (8.9%)	37 (2.4%)	57 (3.7%)
Labour Service Permanent	1364	305 (22.4%)	280 (20.5%)	12 (0.9%)	22 (1.6%)
Labour Service Non-permanent	19	6 (31.6%)	1 (5.3%)	0 (0.0%)	1 (5.3%)
Total	13021	6895 (53.0%)	1172 (9.0%)	370 (2.8%)	363 (2.8%)

Notes:

1. March 31, 2000 and December 31, 2000 data include active and labour service employees on lay-off. March 31, 1999 data include active employees, labour service employees on lay-off and employees on definite leave.
2. The PSC/SGEU Collective Agreement redefined the types of jobs for SGEU employees. The definition of permanent remained the same between 1999 and 2000. Temporary was changed to either permanent part-time or term, and casual changed to term. Labour service was further categorized into permanent and non-permanent.
3. The terminology of temporary, part-time, casual remained the same for CUPE employees.
4. Figures are based on voluntary self-identification for persons of Aboriginal ancestry, persons with disabilities and members of visible minority groups.

TABLE 3
DESIGNATED GROUP REPRESENTATION BY MANAGEMENT LEVEL
1999 and 2000

Management Level	All Jobs	Women	Aboriginal			Disabilities			Visible Minority		
March 31, 1999											
			F	M	Total	F	M	Total	F	M	Total
M and P 1 - 6	994	397 (39.9%)	16 (1.6%)	19 (1.9%)	35 (3.5%)	12 (1.2%)	19 (1.9%)	31 (3.1%)	11 (1.1%)	17 (1.7%)	28 (2.8%)
M and P 7 - 12 and SE	833	252 (30.3%)	8 (1.0%)	14 (1.7%)	22 (2.7%)	10 (1.2%)	19 (2.3%)	29 (3.5%)	1 (0.1%)	17 (2.0%)	18 (2.1%)
Total	1827	649 (35.5%)	24 (1.3%)	33 (1.8%)	57 (3.1%)	22 (1.2%)	38 (2.1%)	60 (3.3%)	12 (0.7%)	34 (1.9%)	46 (2.6%)
March 31, 2000											
M and P 1 - 6	936	364 (38.9%)	17 (1.8%)	20 (2.1%)	37 (3.9%)	11 (1.2%)	21 (2.2%)	32 (3.4%)	10 (1.1%)	19 (2.0%)	29 (3.1%)
M and P 7 - 12 and SE	886	274 (30.9%)	11 (1.2%)	13 (1.5%)	24 (2.7%)	12 (1.4%)	19 (2.1%)	31 (3.5%)	3 (.3%)	16 (1.8%)	19 (2.1%)
Total	1822	638 (35.0%)	28 (1.5%)	33 (1.8%)	61 (3.3%)	23 (1.3%)	40 (2.2%)	63 (3.5%)	13 (.7%)	35 (1.9%)	48 (2.6%)
December 31, 2000											
M and P 1 - 6	915	367 (40.1%)	18 (2.0%	17 (1.9%)	35 (3.8%)	15 (1.6%)	17 (1.9%)	32 (3.5%)	11 (1.2%)	21 (2.3%)	32 (3.5%)
M and P 7 - 12 and SE	898	288 (32.1%)	12 (1.3%)	13 (1.4%)	25 (2.8%)	14 (1.6%)	21 (2.3%)	35 (4.0%)	2 (0.2%)	18 (2.0%)	20 (2.2%)
Total	1813	655 (36.1%)	30 (1.7%)	30 (1.7%)	60 (3.3%)	29 (1.6%)	38 (2.1%)	67 (3.7%)	13 (0.7%)	39 (2.2%)	52 (2.9%)

Notes:

1. March 31, 2000 and December 31, 2000 data include active employees. March 31, 1999 data include active and definite leave employees.
2. Includes Order-in-Council Appointments and Senior Executives (SE), but does not include Ministerial/Executive Assistants, contract, non-PSC appointments and Management Support Group jobs.
3. Percentages are based on total management jobs across categories.
4. Percentages may not be exact, due to rounding.
5. Figures are based on voluntary self-identification for persons of Aboriginal ancestry, persons with disabilities and members of visible minority groups.

Statistical Tables

B. Data by Occupational Level, Designated Group, Job Type and Gender

Table 1 - Persons of Aboriginal Ancestry
Representation in Government – By Type of Position
December 31, 2000

Table 2 - Persons With Disabilities
Representation in Government – By Type of Position
December 31, 2000

Table 3 - Members of Visible Minority Groups
Representation in Government – By Type of Position
December 31, 2000

Table 4 - Women
Representation in Government – By Type of Position
December 31, 2000

Table 5 - Workforce Analysis of Permanent Staff
Distribution of Designated Group Members
December 31, 2000

Table 6 - Workforce Analysis of Non- Permanent Staff
Distribution of Designated Group Members
December 31, 2000

Table 7 - Promotion and Reclassification of Permanent Employees
April 1, 2000 to December 31, 2000

Table 8 - Turnover of Permanent Positions
April 1, 2000 to December 31, 2000

Table 9 - External Hires
April 1, 2000 to December 31, 2000

Table 10 - Recruitment (External and Internal Hires)
April 1, 2000 to December 31, 2000

Table 11 - Designated Group Representation
In CUPE 600 Positions (Department of Social Services)
December 31, 2000

Table 12 - Designated and Simultaneous Postings
April 1, 2000 – December 31, 2000

Table 13 - Summer Student Program
May 1, 2000 to August 31, 2000

Table 14 - Summer Student Program
May 1 to August 31, 2000

Table 15 - Accessibility Renovations
April 1, 2000 to December 31, 2000

TABLE 1

PERSONS OF ABORIGINAL ANCESTRY
REPRESENTATION IN GOVERNMENT – BY TYPE OF POSITION
December 31, 2000

	Jobs				Persons of Aboriginal Ancestry				
Type of Position	O/S*	SGEU	CUPE	TOTAL	O/S*	SGEU	CUPE	TOTAL	%
Permanent	1940	5012	363	7315	65	433	14	512	7.0
Temporary	11	0	21	32	1	0	2	3	9.4
Part-Time	1	0	77	78	0	0	3	3	3.8
Perm Part-Time	7	2427	0	2434	1	220	0	221	9.1
Casual	1	0	239	240	0	0	15	15	6.3
Term/Non-Permanent	106	1433	0	1539	10	127	0	137	8.9
Labour Service Permanent	0	1364	0	1364	0	280	0	280	20.5
Labour Service Non-Permanent	0	19	0	19	0	1	0	1	5.3
Total	2066	10255	700	13021	77	1061	34	1172	9.0

TABLE 2

PERSONS WITH DISABILITIES
REPRESENTATION IN GOVERNMENT – BY TYPE OF POSITION
December 31, 2000

	Jobs				Persons with Disabilities				
Type of Position	O/S*	SGEU	CUPE	TOTAL	O/S*	SGEU	CUPE	TOTAL	%
Permanent	1940	5012	363	7315	67	190	14	271	3.7
Temporary	11	0	21	32	0	0	0	0	0
Part-Time	1	0	77	78	0	0	0	0	0
Perm Part-Time	7	2427	0	2434	3	45	0	48	2.0
Casual	1	0	239	240	0	0	2	2	0.8
Term/Non-Permanent	106	1433	0	1539	6	31	0	37	2.4
Labour Service Permanent	0	1364	0	1364	0	12	0	12	0.9
Labour Service Non-Permanent	0	19	0	19	0	0	0	0	0
Total	2066	10255	700	13021	76	278	16	370	2.8

Note:

* Out-of-Scope (O/S)

TABLE 3

MEMBERS OF VISIBLE MINORITY GROUPS
REPRESENTATION IN GOVERNMENT – BY TYPE OF POSITION
December 31, 2000

	Jobs				Members of Visible Minority Groups				
Type of Position	O/S*	SGEU	CUPE	TOTAL	O/S*	SGEU	CUPE	TOTAL	%
Permanent	1940	5012	363	7315	57	117	15	189	2.6
Temporary	11	0	21	32	0	0	3	3	9.4
Part-Time	1	0	77	78	0	0	4	4	5.1
Perm Part-Time	7	2427	0	2434	0	78	0	78	3.2
Casual	1	0	239	240	0	0	9	9	3.8
Term/Non-Permanent	106	1433	0	1539	1	56	0	57	3.7
Labour Service Permanent	0	1364	0	1364	0	22	0	22	1.6
Labour Service Non-Permanent	0	19	0	19	0	1	0	1	5.2
Total	2066	10255	700	13021	58	274	31	363	2.8

TABLE 4

WOMEN
REPRESENTATION IN GOVERNMENT – BY TYPE OF POSITION
December 31, 2000

	Jobs				Women				
Type of Position	O/S*	SGEU	CUPE	TOTAL	O/S*	SGEU	CUPE	TOTAL	%
Permanent	1940	5012	363	7315	793	2523	268	3584	49.0
Temporary	11	0	21	32	4	0	20	24	75
Part-Time	1	0	77	78	1	0	69	70	89.7
Perm Part-Time	7	2427	0	2434	5	1512	0	1517	62.3
Casual	1	0	239	240	0	0	185	185	77.1
Term/Non-Permanent	106	1433	0	1539	80	1124	0	1204	78.2
Labour Service Permanent	0	1364	0	1364	0	305	0	305	22.4
Labour Service Non-Permanent	0	19	0	19	0	6	0	6	31.6
Total	2066	10255	700	13021	883	5470	542	6895	53.0

Note:

- Out-of-Scope (O/S)

TABLE 5

WORKFORCE ANALYSIS OF PERMANENT STAFF
DISTRIBUTION OF DESIGNATED GROUP MEMBERS
December 31, 2000

Occupational Group	Total	Female		Aboriginal				Disabilities				Visible Minority			
		Total	%	F	M	T	%	F	M	T	%	F	M	T	%
Building and Shop Trades	190	1	0.5	0	10	10	5.3	0	4	4	2.1	0	1	1	0.5
Inspection and Regulatory	634	160	25.3	5	29	34	5.4	4	6	10	1.6	1	5	6	0.9
Finance and Revenue	408	286	70.1	11	4	15	3.7	11	6	17	4.2	7	9	16	3.9
Program Consultation	663	333	50.2	25	13	38	5.7	20	13	33	5.0	7	11	18	2.7
Science and Technology	760	262	34.5	7	18	25	3.3	4	20	24	3.2	7	17	24	3.2
Instructional	108	37	34.3	1	3	4	3.7	2	1	3	2.8	1	3	4	3.7
General Operations	1582	210	13.3	23	250	273	17.3	4	9	13	0.8	1	18	19	1.2
Program Support	1926	1787	92.8	141	10	151	7.8	76	13	89	4.6	42	4	46	2.4
Human Services	2532	1263	49.9	201	182	383	15.1	21	33	54	2.1	21	62	83	3.3
Management Support Group	196	194	99.0	12	1	13	6.6	6	0	6	3.1	2	0	2	1.0
M & P Levels 1 - 6	852	320	37.6	15	15	30	3.5	11	17	28	3.3	11	21	32	3.8
M & P Levels 7 - 12 and SE	882	281	31.9	10	13	23	2.6	14	21	35	4.0	2	18	20	2.3
Other Out-of-Scope	17	3	17.6	0	0	0	0.0	0	1	1	5.9	0	3	3	17.6
CUPE	363	268	73.8	13	1	14	3.9	7	7	14	3.9	7	8	15	4.1
Total	11113	5405	48.6	464	549	1013	9.1	180	151	331	3.0	109	180	289	2.6

Notes:
1. Totals and percentages are calculated across occupational groups.
2. Jobs are being counted, not individuals.
3. Includes all active employees and labour service employees on lay-off.
4. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
5. Excludes non-PSC appointments.

Table 6

WORKFORCE ANALYSIS OF NON-PERMANENT STAFF
DISTRIBUTION OF DESIGNATED GROUP MEMBERS
December 31, 2000

Occupational Group	Total	Female		Aboriginal				Disabilities				Visible Minority			
		Total	%	F	M	T	%	F	M	T	%	F	M	T	%
Building and Shop Trades	12	1	8.3	0	1	1	8.3	0	0	0	0.0	0	0	0	0.0
Inspection and Regulatory	27	11	40.7	1	2	3	11.1	0	0	0	0.0	0	0	0	0.0
Finance and Revenue	51	41	80.4	3	0	3	5.9	0	2	2	3.9	2	0	2	3.9
Program Consultation	122	94	77.0	10	1	11	9.0	4	1	5	4.1	2	1	3	2.5
Science and Technology	158	92	58.2	2	2	4	2.5	2	2	4	2.5	4	8	12	7.6
Instructional	21	14	66.7	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0
General Operations	41	17	41.5	0	2	2	4.9	0	0	0	0.0	0	1	1	2.4
Program Support	597	558	93.5	45	1	46	7.7	10	3	13	2.2	20	4	24	4.0
Human Services	423	302	71.4	44	14	58	13.7	5	2	7	1.7	6	9	15	3.5
Management Support Group	37	31	83.8	4	0	4	10.8	2	0	2	5.4	1	0	1	2.7
M & P Levels 1 - 6	63	47	74.6	3	2	5	7.9	4	0	4	6.3	0	0	0	0.0
M & P Levels 7 - 12 + SE	16	7	43.8	2	0	2	12.5	0	0	0	0.0	0	0	0	0.0
Other Out-of-Scope	3	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0
CUPE	337	274	81.3	19	1	20	5.9	2	0	2	0.6	12	4	16	4.7
Total	1908	1489	78.0	133	26	159	8.3	29	10	39	2.0	47	27	74	3.9

Notes:
1. Totals and percentages are calculated across occupational groups.
2. Includes non-permanent jobs only SGEU (term), CUPE (temporary, part-time and casual).
3. Jobs are being counted, not individuals.
4. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
5. Excludes non-PSC appointments.

Table 7

PROMOTION AND RECLASSIFICATION OF PERMANENT EMPLOYEES
APRIL 1, 2000 TO DECEMBER 31, 2000

Occupational Group	Total Promotions/ Reclassifications	% Equity Candidates	Female		Aboriginal			Disabilities			Visible Minority		
			Number	%	F	M	%	F	M	%	F	M	%
Building and Shop Trades	2	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
Inspection and Regulatory	14	21.4	3	21.4	0	0	0.0	0	0	0.0	0	0	0.0
Finance and Revenue	18	72.2	13	72.2	0	0	0.0	0	0	0.0	0	0	0.0
Program Consultation	30	73.3	18	60.0	2	2	13.3	1	1	6.7	0	1	3.3
Science and Technology	30	53.3	9	30.0	0	5	16.7	2	2	13.3	1	0	3.3
Instructional	2	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
General Operations	31	25.8	2	6.5	0	6	19.4	0	0	0.0	0	0	0.0
Program Support	61	95.1	57	93.4	2	0	3.3	1	1	3.3	2	0	3.3
Human Services	52	63.5	32	61.5	5	0	9.6	1	1	3.8	0	0	0.0
Management Support Group	12	100.0	12	100.0	0	0	0.0	1	0	8.3	0	0	0.0
M & P 1-6	43	58.1	24	55.8	1	1	4.7	0	0	0.0	0	0	0.0
M & P 7-12 and SE	52	44.2	21	40.4	1	0	1.9	1	1	3.8	0	1	1.9
Other Out-of-Scope	1	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
CUPE	6	50.0	3	50.0	0	0	0.0	0	0	0.0	0	0	0.0
Total	354	61.0	194	54.8	11	14	7.1	7	6	3.7	3	2	1.4

Notes:

1. Reports statistics on employment equity employees who have been promoted or reclassified from April 1, 2000 to December 31, 2000. The job must have a salary record with a salary reason code of "03 Promotion" or "40-Reclassification not red-circled."
2. Counts are for permanent jobs only and each occurrence of a promotion is counted.
3. Percentage represents the equity group across the total promotions and reclassifications in that category.
4. The candidates are counted only once in the percent equity candidates column. For example, if a female is also Aboriginal, she would be included in both the female and Aboriginal columns and percentages but once only in the "total promotions/reclassification column" and "% equity candidates column."
5. Jobs are being counted, not individuals.
6. Includes all active employees and labour service employees on lay-off.
7. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
8. Excludes non-PSC appointments.

TABLE 8

TURNOVER OF PERMANENT POSITIONS
APRIL 1, 2000 TO DECEMBER 31, 2000

	Total Turnover	Female		Aboriginal				Disabilities				Visible Minority			
		Number	%	F	M	T	%	F	M	T	%	F	M	T	%
Retirement	119	11	9.2	1	5	6	5.0	0	4	4	3.4	0	0	0	0.0
Resignation	313	50	16.0	16	22	38	12.1	3	2	5	1.6	2	15	17	5.4
Lay-off	49	5	10.2	3	2	5	10.2	2	0	2	4.1	1	0	1	2.0
Termination for Cause	31	4	12.9	2	4	6	19.4	0	0	0	0.0	0	1	1	3.2
Other	134	19	14.2	11	7	18	13.4	2	1	3	2.2	2	2	4	3.0
Total	646	89	13.8	33	40	73	11.3	7	7	14	2.2	5	18	23	3.6

Notes:
1. Reports statistics on turnovers for permanent jobs from April 1, 2000 to December 31, 2000.
2. Other includes a number of other separation codes, for example, "66 – completion of definite leave", "68 – start of indefinite leave", etc.
3. Percentage represents the turnovers in the equity group compared to total turnovers in that category.
4. Jobs are being counted, not individuals
5. Includes all active employees and labour service employees on lay-off.
6. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
7. Excludes non-PSC appointments.

TABLE 9

EXTERNAL HIRES
April 1, 2000 to December 31, 2000

Designated Group	Permanent Full-Time		Permanent Part-Time		Non-Permanent/Term		Total	
	Number	%	Number	%	Number	%	Number	%
Women in Management and SE	23	47.9	0	0.0	18	60.0	41	52.6
Total Management and SE	48		0		30		78	
Women in Management Support Group	3	100.0	0	0.0	11	57.9	14	63.6
Total Management Support Group	3		0		19		22	
Women in Non-traditional Occupations	31	25.4	32	38.6	172	32.7	235	32.1
Total Non-traditional Occupations	122		83		526		731	
Total Recruitment	256		220		1475		1951	
Persons of Aboriginal Ancestry	49	19.1	32	14.5	182	12.3	263	13.5
Persons with Disabilities	4	1.6	1	0.5	18	1.2	23	1.2
Members of Visible Minority Groups	7	2.7	1	0.5	82	5.6	90	4.6
Women	103	40.2	104	47.3	893	60.5	1100	56.4

Notes:

1. External hires means initial appointment or after a break in service defined as 180 days. The job must have a salary record with a salary reason code of "01 – Commencement (new to government)."
2. Includes external hires for permanent, permanent part-time, term (SGEU) and non-permanent (CUPE positions).
3. Percentage represents the equity group compared to total external hires in that category, for example, out of 83 permanent part-time, non-traditional positions filled externally, 32 or 38.6%of these positions were filled with women who were external to government. Another example is 256 permanent full- time positions were filled externally, of these 49 (19.1%) were filled with external candidates of Aboriginal ancestry.
4. Jobs are being counted, not individuals.
5. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
6. Excludes non-PSC appointments.

TABLE 10

RECRUITMENT (EXTERNAL AND INTERNAL HIRES)
April 1, 2000 to December 31, 2000

Designated Group	Goals	Total Recruitment		Permanent Full-time Jobs		Permanent Part-time Jobs		Non Perm/Term Jobs	
Total Recruitment	933	4089 jobs (3407 employees)		948 jobs (889 employees)		462 jobs (323 employees)		2679 jobs (2207 employees)	
Persons of Aboriginal Ancestry	347	537	13.1%	149	15.7%	68	14.7%	320	11.9%
Persons with Disabilities	75	84	2.1%	28	3.0%	5	1.1%	51	1.9%
Members of Visible Minority Groups	102	162	4.0%	30	3.2%	3	0.6%	129	4.8%
Women in Management and SE	53	108	52.4%	72	49.3%	1	100.0%	35	59.3%
Total Management and SE		206		146		1		59	
Women in Non-traditional Positions	356	406	30.1%	79	20.6%	66	39.5%	261	32.7%
Total Non-traditional Positions		1347		383		167		797	

Notes:

1. Departments set their goals in June 2000 for the fiscal year, April 1, 2000 to March 31, 2001. Table 4 presents recruitment conducted only for nine months from April 1, 2000 to December 31, 2000, as the result of the change in the reporting period (change from fiscal-year to calendar-year reporting).
2. Data include recruitment for permanent and term (SGEU), non-permanent (CUPE), and out-of-scope jobs.
3. "Jobs" refer to the number of jobs filled; "employees" refer to the number of persons recruited in those jobs. Some employees were involved in two or more job placements in the same or other departments during the fiscal year.
4. Data excludes non-PSC appointments.
5. The percentage represents the equity group as a proportion of total recruitment.
6. SE represents senior executive.
7. The department employee totals will not equal the government total as some employees will have been recruited by more than one department..

Table 11

DESIGNATED GROUP REPRESENTATION
IN CUPE 600 POSITIONS (DEPARTMENT OF SOCIAL SERVICES)

December 31, 2000

	Jobs	Women	Aboriginal	Disabilities	Visible Minority
Permanent	363	268 (73.8%)	14 (3.9%)	14 (3.9%)	15 (4.1%)
Temporary	21	20 (95.2%)	2 (9.5%)	0 (0.0%)	3 (14.3%)
Part-time	77	69 (89.6%)	3 (3.9%)	0 (0.0%)	4 (5.2%)
Casual	239	185 (77.4%)	15 (6.3%)	2 (0.8%)	9 (3.8%)
Total	700	542 (77.4%)	34 (4.9%)	16 (2.3%)	31 (4.4%)

Notes:
1. Includes all active employees.
2. Percentage represents the equity group compared to the total jobs in that job type (permanent, temporary, part-time, and casual). A designated group employee may have more than one job (part-time/casual) or an employee may belong to more than one designated group, therefore the percentage may exceed 100%.
3. Jobs are being counted, not individuals.

TABLE 12

DESIGNATED AND SIMULTANEOUS POSTINGS
April 1, 2000 - December 31, 2000

Equity Group Recruited	Designated Positions	Simultaneous Postings	Total
Aboriginal	37	33	70
Visible Minority	5	4	9
Visible Minority and Disabled	1	0	1
Disabled	2	1	3
Women in Non-traditional Roles	0	N/A	0
Women in Management	1	N/A	1
Non-Equity Candidates	0	85	85
Total	46	123	169

Notes:
1. N/A: Database is not able to identify "women in non-traditional roles" and "women in management" in simultaneous postings.
2. Table indicates only positions advertised. It does not include positions filled by bumping, re-employment, lateral transfers, orders-in-council, contracts or labour service.
3. Data are based on candidates voluntarily self-identifying in writing at time of application.

Source: Human Resource Development Division, Public Service Commission

TABLE 13

SUMMER STUDENT PROGRAM
May 1, 2000 – August 31, 2000

Designated Group	Applications	Students Hired	Students Hired/ Applications
Persons of Aboriginal Ancestry	322	48	14.9%
Members of Visible Minority Groups	215	45	20.9%
Persons with Disabilities	84	8	9.5%
Women in Non-traditional Occupations	2091[4]	71	3.4%
Non Designated Group	1238	308	24.9%
Total	3950	480	12.2%

Notes:
1. Figures are based on voluntary self-identification.
2. In addition to the 71 women hired in non-traditional summer student positions, 176 were hired into traditional jobs.
3. Some students are double-counted as they belong to more than one designated group.
4. Total number of women who applied to the summer student program.

Source: Human Resource Development Division, Public Service Commission

TABLE 14

SUMMER STUDENT PROGRAM
May 1, 2000 – August 31, 2000

Employment Equity Students Hired	141
Total Students Hired	480
Percentage of Employment Equity Students Hired	29.4%

Source: Human Resource Development Division, Public Service Commission

Table 15

ACCESSIBILITY RENOVATIONS
APRIL 1, 2000 – DECEMBER 31, 2000

Region	Building	Job Description	Amount
Regina	Walter Scott Building	Elevator	$151,916.95
	Courthouse	Elevator	$214,155.35
	Government House	Elevator (completion)	$17,933.86
	Health Building	Elevator (completion)	$76,876.00
Saskatoon	Saskatoon Courthouse	Accessibility (completion)	$137,143.33
	Saskatoon Courthouse	Accessibility (design)	$9,500.00
South	Yorkton Courthouse	Elevator (design)	$3,982.72
	Estevan Courthouse	Elevator	$2,437.50
	Moosomin Provincial Office Building	Accessibility (design)	$3,000.00
	Swift Current Courthouse	Accessibility (completion)	$471,376.88
Prince Albert	Cumberland House Health Centre	Accessibility (design)	$2,437.50
	Melfort Courthouse	Accessibility (design)	$23,250.00
	Prince Albert Courthouse	Accessibility (design)	$23,250.00
	Melfort Provincial Office Building	Accessibility (design)	$975.00
	Pinehouse Health Centre	Accessibility (design)	$2,812.50
Total			**$1,141,047.59**

Source: Saskatchewan Property Management Corporation